

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
8/19/2020	
	We need to train together if we are going to be working together so we understand what each other is going to do in any situation.
	bfrde
	overall I think more complete background exams for small agencies. Including psychological testing. State wide retirement system, while this doesn't sound like a training issue. Improved retirement based on licensing would help to maintain a higher overall professionalism in the profession. A state wide retirement income would also improve longevity in smaller agencies allowing them to retain their top people instead of losing them to more affluent programs. See above for training issues that we deal with in our new hires.
	NA
	Yes maturity and selfish attitudes, but not egregious towards public. Lack of understanding of constitutional law and american civil liberties.
	On occasions the disciplinary process can be slow.
	Applying policies across the board regardless of someone's rank or being related to a commander. Having a commander that makes policy and discipline decisions when it comes to an immediate relation, son, daughter, son-in-law or daughter-in-law who does is and should be banned. Having people in top ranking positions that are best of friends outside of an agency that protect each other, cover for each other and their employed children should not be acceptable. Ultimately the elected Sheriff or appointed Chief should never allow this show of favoritism to go on.
	I believe we, as a profession, have drifted away from some of our primary duties to protect and serve. I don't believe the problem is with dishonest or unethical officers however, laziness has infiltrated the profession and we have lost our attention to detail. Little things that should be attended to such as the proper decision to execute local warrants (most agencies do not pickup those wanted on municipal warrants when they are stopped by outside agencies even though they have entered the warrants in the law enforcement computer system); documenting crimes (many, many times officers will fail to write police reports on a variety of crimes, instead opting to "HBO" (handled by officer) thereby creating a problem with distorted picture of crime in a community. Supervisors allow this laziness and it is either unnoticed by the chief executive or they provide their tacit approval for shortcuts in their system. More and more officers seek shortcuts in the execution of their job responsibilities which I believe diminishes the professional image of law enforcement. Also, the militaristic appearance officers seek gives the appearance of an "occupying force" rather than local police. I believe ALL law enforcement agencies should be required to adopt professional standards that are validated by outside examination. Also, this should extend to each individual holding a peace officer license as well. Also, the problem of bad officers moving from one agency to another exists and is exacerbated by the challenges of recruiting qualified candidates for open positions in many agencies.
	Only concerns cited has been the increase to 20 CEU's per calendar year and the ability for officers to be able to afford to pay for quality courses out of pocket. I am fortunate to have a department that will pay for training, if it can be applied on the road, but other departments cannot afford this luxury.

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	In my opinion anyone can criticize an incident after the fact. But what about during the incident, what is known at the time. Establish a mindset to analyze and process information quickly with the best outcome possible for all involved.
	N/a
	Most are professional however, economical deprived areas have individuals who appear to receive less training. Perhaps it's due to a churn rate, lack of funding, low pay, and just wanting to make sure the 24 hours of CEUs are obtained and lack of desire for professional growth and knowledge. This would also stem from management on down for requiring officers to seek additional training. Such as free virtual training classes to continue growth and enrichment.
	None
	Officers forget that they are responsible for this training. Many agencies aid them in securing the necessary training, but the officers are ultimately responsible. We had more than 3 officers bow out of our in-service saying that the department could send them to other training to get the same hours.
	Officers not keeping their duty weapons serviced and maintained, also not keeping a round in the chamber when going to high priority calls. Officers attitudes are non professional Department heads are aware of the lack of officer moral, but do nothing to correct it. The lack of grants that are available for equipment
	Officers violating people's rights.
	None.
	May not have a good personal relationship with the head of another agency, but will not and have not hesitated to provide assistance to that or any agency when requested or needed.
	Not answering
	With the varied municipalities within St. Louis County I see the smaller ones as not being capable of providing complete police services. While I understand the need for assistance on some calls. To always rely on outside agencies for more complex investigations is unacceptable if an agency is to be considered professional.
	A schism exists between the letter and intent of the statutes pertaining to mandatory continuing education. The letter of the law is being followed by compliant officers, but the presumed legislative intent is to have officers both refreshing critical skills on an annual basis (minimum), but also advancing their skills into new and successfully proven areas of modern police performance.
	The concerns are simple... Do we have law enforcement officers functioning with an illusion of knowledge which, if not properly checked, causes rights violations against citizens...and the officer doesn't even realize they are wrong. I would bet this has happened at minor to major levels for many years.
	NEPOTISM. GOOD OL BOY SYSTEM. NO INCENTIVE TO PERFORM MORE THAN THE MINIMUM DUE TO MICROMANAGEMENT AND QUOTAS.
	I work for a municipality and neighbor a county police department. All of the resources are concentrated within that county department. Taxpayers served by a municipal department fund both the county police department and municipality. However, municipal departments are treated like second-class departments when asking for a share of the "pooled" resources.

Comments from Slide 13

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	I would like for you to look at bettering the law enforcement community. I don't like the way society is gutting law enforcement and wanting them to now do more with less. Law Enforcement is always doing more with less. I would like to see rural department have more of an equal say in training and requirements them big city or county departments do.
	We are less respected, more criticized for every action we make then ever before. Even when we do the right thing we can lose our job and livelihood.
	Salaries at smaller Police Departments and Sheriff's Offices are not anywhere near where they need to be. Many rural Sheriff's have trouble finding good people who are willing to work for the lower salaries which are mandated by County Commissions.
	I have no concerns with officers. I only have concerns with the low quality of training that is available.
	No concerns to report.
	No concerns
	I've only been with my department for a short time, but I appreciate the training I have been invited to attend at the local sheriff's department.
	All our officers and deputies are professional, accountable, and are non-bias in day to day operations.
	No concerns at this time.
	I currently work with many rural Sheriff's Departments and smaller Municipal Police Departments. I do not believe that many times the training is enough to effectively perform their duties. I would like to see Missouri move to a State wide training system which is uniform and conducted at a specific location, which is what many states do. I believe that not all of the training academies in Missouri are equal, and in some cases inadequate based on some Officers I have seen that have passed their training that I do not feel are qualified. I'm on of those Officers who has never had to "pay" to receive an academy training, having been hired and then sent to an academy by my hiring agency. Those "pay" academies seem to be more interested in getting people in them to get money, than they do in turning out truly qualified Law Enforcement Officers, and in some cases allow candidates into academies that no one would hire otherwise. I believe this is bad for Law Enforcement, as we are not turning out the best and brightest to work in our communities. There needs to be additional standards for someone to be able to obtain the training.
	I would like to see standardized training, academies and commissions statewide as it is in several other states. Not only would this improve the overall quality of Officers within the state it would also improve pay. I would also like to see standardized background checks for all potential law enforcement academy candidates.
	mostly I feel new law enforcement officers act out of fear, because the training phrase was "We go home", being an old school cop, my phrase is "We do the job"
	Professionalism over the past 5 years has declined as fewer officers enter the profession. Knowing you can not easily be replaced for poor work habit has lead to sloppy work and administrations that are stuck retaining officers they would have fired or not hired 10 years ago.
	n/a

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	I see the move to on-line training as a joke. Some of my officers start the videos playing and then mute the sound. They then use their iPhones to answer questions. So what are the Officers actually learning? Nothing! I have no way to monitor this issue. When POST puts demands on Officers who are already overworked, the Officers are forced to improvise to get all of their work done. I also have great concerns about the Command Staff of most bigger Agencies being politicized to where they are unable to effectively police in their jurisdictions. I also believe that there should be a mandatory FTO training regimen that must be followed before an Officer is given full arrest powers. Officers should get a provisional license until they complete a certified "by POST" FTO training program. We have Officer with only 1 or 2 years of field experience becoming FTO's and they have no standardized FTO training. POST should also allocate more money to regional Agencies and not-for-profits who offer hands-on Police training. Again, the online training is a joke and a detriment to overall training and the professionalism of each officer. I believe that half of all training hours need to be hands-on or classroom.
	Basically, just complete ignorance about black history.
	Previously a neighboring rural sheriff department appeared to be operating without regard to sound policy or oversight. Reckless pursuits into our city limits, questionable investigative practices, hiring deputies with less than stellar work histories, etc.. The matter may have resolved itself due to the recent primary election. The current administration was voted out of office by a huge margin and several deputies have already resigned or have plans to. We offered them on several occasions over the years we offered them spaces in our in-house trainers or when we brought in outside instructors but they always politely declined. The goal was to get everyone of the same page regarding pursuits, use of force, civil rights, etc.. but they nearly took the hint. Hopefully this has been resolved since the residents of that county sent a strong message with their vote.
	There are minimum requirements for a police officer to even hold a license. Why wouldn't there be minimum standards for police departments to be a police department? Also, training seems to be more as a checklist or "check the box" as opposed to being purpose driven training.
	I believe if an Officer gets trained properly by a GOOD Training Officer, when he/she gets out of the academy, he/she is set for the life of his/her Law Enforcement career. Sadly I have seen, and have worked with, Officers who came out of the academy and DID NOT get that type of GOOD training and they become a poor, and most of the time, hated and disruptive Officer within the Department. These officers are not willing to be retrained to proper standards, and because they have a badge and gun believe they are above the law and superior to everyone else. The problem with that is the Officer(s) who are out on the streets, doing the right things, are being grouped along with the bad Officers as being corrupt and unprofessional. This also has a negative effect on the Police Department and everyone who works within that Department. Attempting to talk to these Officers does no good. They continue to act the way they was originally trained because of poor training when they got out of the academy. I have also worked for some very poor, unprofessional, and unethical Police Chiefs. I believe some advanced training for the Police Chiefs would make a world of difference and getting those BAD Chiefs out of Law Enforcement is a much needed requirement in todays world.
	None
	Police public relation
	Conflict resolution, personnel management

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	No
	N/A
	Our training is very sensitive to the public that hates us and that's ok. I do feel more public awareness programs should be implemented to educate the public on how they should interact with the street officer for their safety, wellbeing as that of the officer. Pay your way through the police academy programs should be abolished. A large segment of our population never try to become police officers because they can not afford to go through an academy without a paycheck and bennifits, thus eliminating a large segment or very qualified individuals. I have not noticed many bad officers in over 40 years of service. It's usually a big surprise when it happens as with any other profession.
	I do not know of any problems relating to professionalism or training standards with any agencies or officers I work with or have contact with.
	none
	The only concern I can think of is knowing some officers/deputies that take the easy way out instead of digging deeper into a case.
	Many older guys seem to be unfamiliar or unable to apply new case law decisions to the job such as with searches. Many of the officers cannot defend themselves effectively and need to have a higher standard of physical fitness.
	Some officers don't take training serious and go through motions of it, usually retired on duty officers.
	my only concern is with the upper command. They hire and promote bottom of the barrel trash. Some recruits cant read. Commanders now are promoted on their ability to to confirm with socialist ideals and how quickly the can sue the department for racism. It is a joke. the officers that make up the vast majority of my department are exceptional police officers. The upper command (above sergeant) are about 10% worth their weight in salt.
	I have great concerns about the Police Dept as their lack of leadership there has produced a staff of incompetence that borders on criminal.
	I have had a few concerns with officers that came out of the military as MP's and did not go to the academy, but only took the POST test. I noticed they do not know the state laws well at all, and they were constantly asking questions about what they could and couldn't do as officers outside of the military....for several years after joining the force. I feel requiring an academy of some sort, even if its a shorter version, for ex military would help the officer, their co-workers, and the public.
	Generally, we have a highly trained department with some very skilled and compassionate officers. However, due to the recent disdain for police and the lack of respect they receive.... and the LACK OF SUPPORT FROM PROSECUTORS... many officers are getting out of police work. Also, it is getting harder to find good quality applicants due to the current situation in LE.
	I think the biggest problem I have seen is a shift for the younger generation putting themselves in front of the the job. While I realize that it is necessary to have adequate self care, it seems that some (not all)of the younger generations need more... more communication, more atta-boys, and that is fine for some. A few are very narcissistic, which was tough to deal with as an administrator.
	None
	Not that I'm aware of.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	The online training process is a joke. Officers can open more than one tab and complete more than 30 hours of training in 8-12 hours. I have taken courses where the test questions have to answered incorrectly in order to pass the test. The material in writing is not the same as the test question. On line training needs to greatly improved or eliminated. I normally do not charge for my training. If I do it is an hourly rate of \$15 an hour regardless of the number of students. This is not motivated by money. Allowing all but firearms skills by computer is lowering the officers knowledge. The officers lack a desire to get good or updated training. There needs to be a better outlet of sharing case law updates and changes in the RSMo. There are to many bullies with badges.
	I have serious concerns that live-fire training with both duty and off-duty firearms is not occurring at one agency. The agency is using ALICE/RAIDER training, where no firing of duty weapons occurs, as qualifying for the mandated 2 hours of firearm skills training. Also know that there were officers who were certified as having attended the training when the officers were not there. I have photos of officers aiming duty weapons at the back of the officer in front of them while proceeding single file down a school a hallway during one of these trainings. Tactical live-fire training should be required.
	None
	I have not had any personal experiences in recent years that have caused me to think that any officer co-workers need additional training.
	No concerns.
	No concerns with my agency
	We all need more DT/control tactics training. It is risky training due to the possibility of injury but needed to minimize loss of life or escalation of force in certain cases.
	See question above
	None at this time.
	Professionalism in the police departments in Sheriff's Office is wonderful, but the police departments, especially need a lot of work.
	Nothing serious. I would like to see all officers look professional (physically fit, no visible tattoos, clean shaven) , speak professionally, and treat all members of the public with respect.
	It is common to hear about officers who are more aggressive in traffic stops and treat people poorly. It seems this is a mentality that is sometimes promoted within certain departments.
	n/a
	I know of Officers with discipline issues such as Use of Force and numerous policy violations that go unchecked and are not reported. These Officers are hired by other departments after being terminated from other agencies with NO background check. Most of these Officers are a Liability issue to the departments they work for and to the public.
	Have no concerns

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Our agency does extensive background checks on prospective officers and numerous times have sent investigators out of state to follow up. I have been amazed that other agencies have hired former officers we have terminated or have resigned under threat of termination without so much as a phone call or their checking with POST. I do believe the information on these former employees should be more readily available and problem officers in some form of database with background checks required.
	Do not currently have any concerns.
	They all seem to be professional
	In our area, we have a very unique situation where all our law enforcement agencies get along and work well with each other to achieve the common goal for our citizens.
	.
	I have seen where officers at smaller agencies that we work with do not have a good understanding of the laws and case laws that pertain to how we do our job. I have also noticed that the agencies themselves are not willing to send their officers to anything but the minimum required training which sets the officers up for failure in the long run.
	General communication
	I have concerns with officers that have been under investigation, license suspended, reinstated by a judge and then back on the street working for almost two years while it is pending in court. Chief and Officer both been investigated for abuse of power. Still working.
	none
	None
	I have several concerns with a Captain that I work for. He has not only used racial slurs but has promoted nepotism within his own division, disregarded other officer's safety to watch out for his son, who he supervisors. This was allowed to go on for years before it ruined the patrol division. The Captain allowed racist material to be taught at the academy he is in charge of for years before it was brought to anyone's attention. He is still employed and still a Captain. This should not be allowed. There should be some outside review when an incident like this happens. This is why the public views us negatively. We clean up our won mess. The incidents that I have mentioned above should of been investigated by an outside agency, who has NO connection with out department. The Captain will continue to be racist and sexist until we are sued or worse we make national TV.
	There are nearby departments that do not do thorough background checks. The officers are fired from one department and then are hired within weeks at another department. The officers are moving around before POST has had time to investigate the firing. You just have to look at what the St. Louis Post-Dispatch has written about within the last year for examples. POST needs to be bolstered and have more investigators and internal attorneys to process these investigations quicker.
	I am sometimes concerned with appeals processes that include arbitration. In some cases it would be helpful if a decision on licensure did not wait until an up to 12 month appeals process was complete.
	Confidentiality is an issue I have seen many times. Information sharing of intel information should be shared with only those that have a need to know.
	No major issues
	None

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	N/A
	The officers I work with are top notch. We had one who was a bit immature, and really gung ho. He drove too fast. He is maturing. We had one that liked to check his Facebook constantly, even while driving. That was rather scary. I am sad to report he is a Deputy in a neighboring county.
	N/A
	Overall I believe the officers in our agencies are well trained and disciplined. The biggest problem I see is officers not being prepared for the everyday, often mundane tasks we are faced with. So much time is spent on liability and "feel good" concerns officers often don't get adequately trained on knowing their area and the issues we often deal with on a local level.
	Many officer(s) leave an organization while under investigation or prior to being terminated for disciplinary/performance reasons so that the agency they work for cannot complete the investigation or termination. These officer(s) then go to neighboring jurisdiction and are hired as a police officer because the circumstances they left the original agency under is not reported to POST because the investigation is not completed. Many times officer(s) resign without notice and abandoned their position which is not a violation of law but leaves their employing agency understaffed with no consequence to the officer. I believe POST should accept and disseminate the reason ANY officer leaves their agency so other agencies can review prior to applicant processing.
	Officer situational awareness Interview/Interrogation Knowing the State Statues and appropriately applying toward charges
	Overall I have no complaints of the level of professionalism shown by those that I work with directly. My agency trains those in its employ regularly.
	Statute and court opinions need to be explained in a way that is as simple as possible. I find that most officers will not take the time to read case law or new statutes; it must be hand-fed and simplified, otherwise they dismiss the information outright, and are not enforcing the laws correctly. For example, H.B. 1963 recently signed into law, has a provision which is critically important to everyday patrol work, but has largely gone unnoticed - section 301.030, in reference to expired license plates, now states that it is not a violation until the second month of expiration; i.e., if the plates expire in June, the driver/owner gets July as a grace period, and cannot be issued a citation until August. However, if this is not explained simply to officers, even just reading the legalese in the statute is confusing and unclear, and the law will not be uniformly enforced. Professionalism is hit or miss, depending on the agency one is dealing with. As most are aware, St. Louis is extremely fragmented. There are some cities with very minimal population and area, which run their own police departments. Some of these agencies are good, but many of these agencies have a reputation of being poorly trained and corrupt. Additionally the fragmentation causes inefficient policing, and is confusing to citizens. We often spend more time trying to determine whose venue the incident occurred in, than we do on the actual investigation.
	None
	I have now.
	x
	None
	Not at this time.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	I don't have any concerns.
	SOME OFFICER USE THEIR BIAS BELIEFS TO CONDUCT THEIR DUTIES AS OFFICERS. TO REMEDY THIS ISSUE MY SUGGESTION WOULD BE TO DISCIPLINE THESE OFFICERS WITH THE MAXIMUM PENALTY (TERMINATION AND/OR PROSECUTION). TO "KNOW" RACISM/BIAS DECISIONS ARE NOT TOLERATED WILL BE THE ONLY WAY TO REMEDY THIS ISSUE IN THE WORKPLACE. TAUGHT BEHAVIORS CAN BE DEALT WITH.
	Nothing that comes to mind.
	No specific concerns
	I have served full time in law enforcement for 25 years and have never known a racist cop. I believe in the agencies that I have served with they have a good recruiting process that "weeds out" people that should not be cops such as racist or people with violent tendencies. At this time I know no officer that I have concerns with regarding training standards and professionalism.
	See above. I am on the local Academy Board of Managers, involved with most area police agencies and professional organizations. Overall training and professionalism abound. I do believe that POST should become a primary accrediting body and hold those agency's accountable that do not meet set standards.
	Something needs to be done related to officers "department hopping" to avoid accountability. There should be a mandatory notification system in place. Departments should have to report to POST: new hire, then report terminatable Offenses to POST, EVEN if the officer chooses to resign instead of termination. A department should be able to report an applicant To POST and receive all I for related to the certified officer. Until this system is in place we will continue to have problems.
	With a regional training academy readily available, I feel like LEOs in my immediate geographical area have good opportunity to attend important, diverse and good training. The area we lack in is no stranger, money. Money to pay for quality presenters, money to pay for accommodations (hotel, per diem, travel, supplies, etc...), and, mostly, money to pay for staffing to cover an LEOs area of primary assignment when they are away at training. Our job is unlike any traditional job where if an employee is away from training, their job is just on-hold, the 9-1-1 lines keep ringing and the bad guys don't take holidays off.
	N/A
	All officers are professional and have been praised by the public for being such. It is an unfortunate time in our Nation, where law enforcement officers are under attack by the media and public. Perhaps the public needs to be educated by the media on the positives of law enforcement, rather than targeting law enforcement officers and scrutinizing their every move.
	None
	Academies need better screening of applicants. It seems if you have the money you are in. I know many candidates that never should have been admitted into academy. Many have since been let go from departments.
	I would like to see standardized training across the state with one police academy for the state regardless of what agency the officer works for, you have one standard for everyone and every officer receives the same level of training.
	The licensing of police officers in MO by POST is an incredible format but knowing that the two investigators with POST are overworked causes concern for adequate resources being provided to POST to complete their responsibilities effectively. It would be highly encouraged for MO to allocate funds for more investigators and possibly the attachment of an attorney from the AG's office for support. We have a great thin in POST and enhancement can make it the model across the U.S.

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	An officer is under review by the POST commission, however that officer is currently working in the line of duty. When an officer is under review for something, its concerning they are still allowed to work, putting all of their cases into jeopardy. Also COVID has caused a huge issue in getting appropriate training which is needed or wanted by officers, instead they are only getting what they have to get to make it to next year.
	Officers from smaller agencies don't get to have the training opportunities that bigger agencies do. Because of budget or just no classes offered in the area.
	None
	No concerns
	Nothing
	Several North St. Louis County Municipalities seem to be the "go to" place after an officer has been involved in misconduct. Most of these departments don't even conduct a background check on the applicant. We currently have a department next to our city where several of their current officers have been terminated from this department. The officers work in the neighboring city, and still show up to calls in our city, thus the officers that were terminated are still "hanging" around when we decided to terminate the officer. This agencies lack of professionalism reflects on our department because they are right next to us, and their officers with lack of professionalism, work around our officers.
	As mentioned physical fitness is paramount. Physical fitness conditioning transcend's in all other aspects of training. Additionally making continued education almost all online feeds and caters to the officers laziness.
	There is always those in this industry that can improve and will fall below standards set forth. I believe this could be caught in a background check and MMPI.
	More use of force training. When allowed to use TASER, proper hands on use of force training. Become more current with court rulings involving use of force.
	None. The current problem is a lack of respect and common decency in the public, not a police problem.
	No comment
	N/A
	none
	It is not a specific officer or situation however... I would love to see everyone on a level playing field. While POST does an incredible job breaking down the minimum areas of training that is needed, I would prefer to see POST develop an online training or partner with a current provider and provide it to all agencies even if there is a cost associated.
	The absolute lack of doing investigation and report writing. They seem to only want to sit around and are scared they may get sued.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	There is no consistency. Often, we rely on outside agencies for mutual aid. There is no consistency in tactical approaches or other areas. Often you have very inexperienced Officers working alone, with limited knowledge or Field Training. A lack of experience, de-escalation techniques and training can be a detriment to a new, or even seasoned Officer. I believe this affects their confidence in handling certain situations. Online training only goes so far. Officers are coming out of the Academy not 'road ready'. It does not seem as though emphasis is being placed in the right areas, including de-escalation and communication in Academies. Often, Officers come out of the Academy and have a 'talk to text' tone with citizens, which creates a barrier when trying to handle calls. The structure and accountability seems to have changed a lot in the past years regarding their training.
	none
	I have none. I consider my department to be highly professional.
	My agency has recently enacted an "honesty" policy, however, the Sheriff does not hold the Command Staff to the same standards as those below that rank. We have several commanders who lie on a daily basis, both verbally and on paper and have not been disciplined. If a line officer does, the punishment is termination. The double standard has left a bad taste in the mouth of many officers. My other concern is for all the officers well being as most feel the need to hesitate and use less force than needed due to our prosecutor being against law enforcement because it's "popular" and an election year.
	That we are being blamed for the failures of entire communities and that the media are failing to report the truth to the American people. They are fueling lawlessness and violence.
	No
	poor equipment
	none.
	Na
	None
	Lack of proper understanding and application of the 4th amendment.
	None
	Police officers in the rural areas such as this one get less continuing education opportunities as the bigger cities do. Most training entities tend to focus more on providing training to the bigger cities
	We have really low hiring standards, a lot of our officers leave under investigation and often find themselves in smaller muni jobs. It should be easier for departments to notify POST when an officer leaves under investigation and we should share the investigation with POST so problem officers are de certified.
	Neighboring agency has some shady deputies, admin & detectives that continue to butt heads with our agency. This has lead to an adversarial attitude between the departments.
	None
	N/A
	none

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	The only problem I have is that when a officer commits an act that we know 100 percent violates the oath we all took and fails to conduct him or herself in a manner that is not what we stand for as law enforcement officer's this may not be the job for that individual.
	None that I would express here.
	There is one specific officer who I know of that doesn't properly perform SFST's. The officer seemingly Conducts them incorrectly on purpose to leave the suspected DWI driver under prepared for performing tests.
	None
	Rather not comment
	My biggest concern on a daily basis is that officers be 100% knowledgeable with all aspects of pursuit and use-of-force policy. As noted above, de-escalation and racial sensitivity training is essential to providing a safer job atmosphere for officers AND the public they serve.
	I think training should be hands on and not on a computer.
	Covid-19 is a political stunt and we should be continuing our normal and daily lives. Training should not be halted or altered because it is no different than the flu, in numbers. Higher ups should not be sheep and follow what the rhetoric of the media and the liberals are portraying. Just let me do my job as well as I possibly can. People are not getting tested and have been told they are positive. Ones who have truly tested positive and have to get retested multiple time, for work purposes, are increasing the numbers even though it's the same damn person. Somebody who dies from decapitation, heart attach, gun shots, etc and they test positive after or before death, cause of death can be described as a covid death. Media is portraying this falsely and there are to many sheep and not enough sheep dogs.
	N/a
	All agencies I'm aware of are struggling with affording training. In addition to that there are a number of officers who wait until the end of the year and then attempt to get all their hours at once, which can cause staffing issues and funding bottlenecks.
	I believe that training is not held to the standard that it should be. We as police officers need more training now then ever. quality training gives the officers more confidence.
	I have concerns about a sheriff and chief deputy with a nearby department, but the election process has taken care of the situations.
	None
	I am proud of the professionalism and reputation of our department. As stated above, I notice the new officers lack communication skills that could help deescalate a situation or form bonds within a community.
	In general it is often difficult for administrators to terminate "bad" officers and to provide information on such to other agencies where they apply. Often administrators do not contact other agencies and commissions, particularly for reserve officers, are just provided.
	There are some officers who have a huge lack of respect for citizens and it shows in how they handle cases. Even if you have dealt with someone in the past that was on the wrong side of the fence when they call and you respond to help they should get the same treatment as any other citizen.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Defensive tactics is woefully under rated by rank and file. The defensive tactics programs like PPCT and NLETC castrate the officer and provide inadequate protection from the reality of fighting. Practical martial arts systems like MMA, and BJJ, are vilified due to the time effort and reality in them
	-
	None
	Different interpretations of laws and lack of education on statutes.
	The officers I currently work with are highly professional
	I don't have concerns, but I do see value in an accreditation process as it allows outside review of policies, procedures and practices to assure the law enforcement profession remains up to date on modern approaches.
	N/A
	None
	The new officers seem to be there for a pay check only. They have no idea how to communicate with people. I also see they are scared to do there jobs a lot of times for fear of getting sued.
	None at this time
	Where do I begin decline to answer
	St. Louis County is riddled with smaller departments that have no standards and lack training. There is a serious lack of professionalism in a certain prosecuting attorney's office in the major city near where I work.
	Na
	I saw most of the problems with city officers. The public relations with city police officers and the community is nonexistent. This is a small community, but the police treat the people like they are criminals in a big metropolitan city. They treat everyone they come in contact with as if they are criminals, even if they have a problem. Of course, this is not done to "community leaders". Many are rude and demeaning. If an officer does not act like this toward the community, as a whole, the majority of the other officers will not welcome them in their "good ole boy" clique. We need much more emphasis on community policing.
	We have officers that do not take training seriously and also do not attend outside department training except when ordered too. They are content with all online training as a "click the box".
	None
	Excessive and unwarranted police chases based on the subject "attempting to strike the officer" with a vehicle, which frequently appear to be manufactured to justify the pursuit.
	None
	Unprofessional comments made by an officer that would reflect poorly if overheard by public
	None To provide input on the question below I believe what's currently going on and now blamed on the incident in Mn which has sparked calling for additional training is not only ridiculous but politically motivated.
	I do not feel that police academies are not preparing new officers for the challenges they face. Many new officers come to my department and quit within 1 year due to a lack of training on the academies part.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	I always took my appointment serious, especially the physical element. I have worked with officers with bad knees, back, respiratory issues. I always felt a responsibility to be ready to cover their issue, and they never seem to really care or think about their obligation to them self or the citizens they served. There is no basic check and balances in the law enforcement for conditioning and performance evaluation.
	Previous employer moved two jailers that have verbally taunted inmates with racially provoking words.
	N/A
	I have concerns that hiring, promotional and every day work environments are being subjected to activism and misaligned social objectives. Such groups have resulted in lowering hiring standards and therefore weakening the reputation of police officers. My department operates in a vacuum of leadership - there is none.
	I am not aware of any issues with the officers of the surrounding agencies.
	No Opinion
	N/A
	Again, I feel there is too much value put on numbers and uniformity, too little value on the duty performance of the officer. Command has to get involved in each aspect of the department. Command needs to be reminded that the patrol officer is the greatest asset of the department. As a commander, I do not only take my supervisors opinion, I want to see each officer in action and evaluate each officers interaction in the community. Command needs one on one with the lowest level in each agency.
	No concerns
	Concerns are officers missing training due to stress of COVID and shorthanded departments. The funding issues will also be an issue. The POST commission should take into account that funding is limited and majority of training (conferences) have been canceled due to COVID and requirements removing training opportunities. Officers need more training in reference to officers being ambushed and attacked.
	Covid is dumb
	None
	We are in a rural area, our communities are heavily populated with low income housing and unemployed people. I see a huge call volume in our communities and we can't keep officers due to the excessive work and low pay. I wish that there was a way to supplement the city's and county's budgets with funding so that we could pay officers more to keep the good ones from leaving.
	No specific concerns
	None
	none
	We've hired several officers out of the Drury Police Academy who have basic skills but we lack the necessary training funds to provide intermediate and/or advanced training. I would love to see POST create a tiered training/certification system that requires X number of courses to achieve an intermediate PO certification and additional classes and experiences to achieve an advanced certification - and even a "master" certification with additional course work and experiences.
	The smaller agencies in the area do not receive the level of traing that we get. Maybe if there was a state agency (or a division of POST) that would give regional training to all agencies in the area.

Comments from Slide 13

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Many officers have an "us" vs. "them" attitude. Doesn't matter if agency is large or small. Officers often have a sense of entitlement because they are a law enforcement officer.
	No concerns
	I have no concerns.
	New officers are missing the basic building blocks. Where they draw their authority from and basic constitutional issues. Their place in the line of laws from city ordinances, state laws, to federal law.
	I have no concerns.
	- No required accreditation - No requirements for being a Chief, last man standing gets the job - City Leaders have no idea and are not required to understand Public Safety, they should be required to be certified in order to manage Public Safety - Academy Training is outdated - Ongoing training is outdated, there is no required de-escalation training - Many small departments fail to look to empirical data to make decisions - Shockingly there is no standardization of radio verbiage, each dispatch has its own preferences - There is no State assessment of comparative department performance numbers - There is no willingness to provide citizen oversight in the same manner and independence of jury duty selection - Everyone hates change and complains about how things are
	I see many agencies struggle with teaching proper report writing. It almost appears that the academies do not screen cadets or just pass them through. I have seen numerous officers that are extremely poor at report writing and act as if the academies have taught them nothing about.
	I worked for a small rural town for a while and the training they did was so terrible. POST needs to have a more effective hands on approach to agencies like
	Some are occasionally too eager to arrest before getting all sides of an issue.
	Police chiefs need training on how to interact with their officers and not cower to popular opinion.
	I believe there were officers who barely passed required testing. Every officer I served with was professional even during the most challenging circumstances.
	I believe it's harder to get training in the rule area that I live in Southeast Missouri most of our department does is online although we do travel for some training
	There are two officers in my agency that I have had to address concerns with in regards to the displaying of weapons (handgun) during certain situations. I believe it is clearly fear training they received at their academy training. I have also seen this from some younger officers an adjoining agency.
	NA
	The concern I have is not with the officer's or deputies training but with the lack of applicants for police officers and the lower quality of officer candidates. Who in the heck would want to become a law enforcement officer now when they are belittled and not supported by government elected officials who are pandering to liberal leftist and anarchist.
	The department has a history of command staff infractions and abuses that go unaddressed while line officers are commonly persecuted. The only people with more news time than our chief is our corrupt city council.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	some of the rural agencies don't have the "academy" setting like the bigger cities and I think they miss out on a lot. I also think the state should have 1 police academy. a state academy where everyone goes and everyone learns the same thing. Consistency. South Carolina does this (im sure there are more states) but I believe it is extremely effective.
	KCPD is a very professional organization. We support the constitution and enforce Federal, State, and City laws. We only use the amount of force necessary to resolve a situation.
	Many rural agencies have no clue as to how to conduct serious criminal investigations. Crimes against children are largely ignored. Children are raped, murdered and trafficked and the local small town sheriffs and cops know how to do a DWI and how to find meth, but know nothing about serious crimes against children.
	I see professionalism, but we could all do improve.
	none at this time
	The only concern I have is for continuity among pier agencies.
	I feel that most local rural sheriffs officers are under trained. It seems most go to an academy and are just turned loose without any formal field training.
	None
	There are some officers in smaller agencies that might not be up to the standards of professionalism that one might expect.
	Luckily, my agency has a supportive Sheriff. My ONLY concern is the vast amount of spineless leadership who bow to the media hype. I don't know. Maybe support your officers and stop having knee jerk reactions to please ANTIFA's bullshit.
	Our command staff actively permit lawlessness within the city. Every officer above the rank of Captain has allowed rioters to run rampid in the city, submitting its tax paying citizens to unnecessary harm.
	I have no concerns what so ever.
	None that I know of
	I do not have any concerns.
	Lets start with training. We can always use more training. The day you say you have learned it all you need to find another job. The training that is out there is good! You as a LEO need to find out what helps you for your department. Professionalism, that is another story. To many LOE's out there have an axe to grind for one thing or another. To many of them are out for themselves and not the people they have SWARN to protect. They will stab there fellow LOE in the back in a second if it makes them look better, even if in reality they are a substandard LEO themselves. There are very very few Professional LEO's left, and it breaks my heart. My family in blue is breaking up and dieing away. Epically when it comes to Ethics and Morals when running for an elected position like Sheriff .
	Training is left up to the department/ officer. I work in a rural small community and training is expensive. Some sort of grant or other means would help tremendously.
	None at this point in time
	I'm very concerned about every policeman on my department getting indicted by Kim Gardner for doing the job the way we have been trained to do but being criminally charged by a out of control ant-police prosecutor.
	No concerns.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	None
	Seems to always be that one bad apple, but my supervisors do a great job at eliminating current problem children.
	the biggest issue I see in this area is that prosecutors seem to be going after officers and making their own political statements Officers in the area are not being allowed to properly make arrests, conduct investigations and are just supposed to stay here being punching bags If any training needs to be conducted, it should be about the risks involved with making cases with a prosecutor that will not fairly or legally apply the law
	No complaints
	The most common concern I have with any law enforcement officer as of late, is the general lack of accountability of themselves. All too often I see officers in their off time drinking heavily and acting out. If an agency is called to deal with them the issue is handled quietly if at all. I see agencies still using the "Good Ole Boy" system, which damages the integrity of the agency and calls into question the character of their leaders. The professionalism standard varies from agency to agency, but there should be a general standard we are all held to. Instead, officers skirt the system and have the backing of their command staff when they should really be removed from service.
	I do not believe this survey is anonymous.
	There are "bad" cops everywhere. Whether it is how they handle calls, how their work ethic is, or if they are a dirty cop that doesn't play by the rules.
	I feel like all the officers i work with and around are trained satisfactorily to the standards set forth by state and my agency. That said I think most of the training provided is garbage.
	In reference to the future question on complaint process I have dealt with complaints about officers . I have not felt the need to make a formal complaint to another agency.
	We do a great job of teaching the mechanics of a topic but fall behind in teaching when the topic or tactic should be applied. This has created concerns in the officer ranks because now they have to consider how their actions will play out in the court of public opinion.
	None at the moment we don't do much with county or city but the few times we have no issues.
	Being able to pass an academy class doesn't mean you should be an Officer.
	The majority of Police are professionals that are good people. The cards are stacked against them on a daily basis and they continue to improve and show a willingness to do the job to the best of their ability. They need more support from law makers and POST.
	Nothing in training addresses officer 'burn-out' of helps an officer reset his attitude about public contact and the members of the public regularly contact. Identify this as a minor concern. Some of the POST certified training we attend is quite out of date for what we face in the court system and on the road.
	I have none
	None
	Although I like the on line training now available to us for CEU's I feel it has taken away from hands on training. It is always better to have an interactive training opportunity especially for younger less experienced Officers.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	The county I work for is on the same page, but other agencies do not read on current case law and violate someone's right without knowing. Biggest I've seen lately is suicidal subjects and how to deal with one. What can you do and not do.
	I deeply concerned with the loss of moral among my brothers. The political environment is such that many are questioning if it is worth it to wear a badge. A society cannot function without law and law requires enforcement and enforcement requires police officers. As such, the loss of moral effects the professional manner in which enforcement is carried out. If an officer does not feel like the society he or she protects values their position or effort, what is the point in doing the job well?
	I've noticed that it seems like officers/supervisors, especially the younger officers/supervisors, are afraid to make decisions. They are afraid to use any discretion and treat everything with an open/shut attitude. I believe that this leads to ineffective law enforcement and negatively impacts public safety and public relations.
	My personal opinion is with several departments opening their dress codes to tattoos and beards, there should still be some level of professionalism with those items being visible.
	I believe we send one problem officer from dept to dept several times before they are handled
	I have personally observed one officer work for 5 different agencies and resign just prior to termination.
	None
	Any concerns I have would be addressed with the section I filled out above. I feel like a lack of communication skills cause the officers from many agencies to revert to over relying on their position of authority which doesn't always get the job done in a professional and safe manner. Many officers lack "people skills" that I have found very successful in resolving many issues we are called to deal with on a regular basis. I also feel that if these officers were better trained in use of force and defensive tactics skills, there would be a reduced injury rate to both them and those they have to use force against. This is why I feel both of these topics should be a mandatory training requirement. As it is not, many agencies neglect any meaningful training in these areas and just get their officers the minimum requirements to maintain their license.
	I HAVE NO ISSUES
	I believe that all law enforcement agencies, no matter the size, should be required to have very stringent standards for hiring, retaining and training officers. I have no concerns with my agency, but have several concerns related to these standards being applied in other agencies nearby.
	.
	Training in minimal.
	None at this time
	No comment
	None
	none
	None that I would put in writing.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Having been a ranking officer for some time, I do not witness officers misbehaving. The officers I currently work with have adapted the "talk the defendant into handcuffs" so we have very little use of force incidents in court. Of course we deal with less intoxicated/drugged defendants than officers on the street. Dealing with subjects with mental health issues is really a lot of what we deal with in court.
	Supervisors are more often promoted on comraderie over education, training, performance and experience.
	N/a
	Only in the terms outlined above
	Younger officers have a hard time just talking to the public. They all seem to be able to talk behind a computer or on the telephone but when it comes time to deal with a person face to face they can't talk or don't know what to say. If there is a way possible, going back to the basics and learning to deal with people will make a more rounded officer. I know that from some of the last people training they could not fill out an envelope because they have always done things on the computer or online.
	I believe the training and standards we have in our agency and our neighboring ones are very good. I believe the value of in person training far outweighs the recent push of training videos though. There is a lot of good information in some of the video training; however, I think the online or zoom style training would be a good alternative and create a two way dialogue opportunity. I don't know of anyone cutting corner's, teaching bad techniques or finding ways to bend the system. The truest problem I have seen at my agency and others is the lack of time allocated for all of the training 'people' want or expect us to have. When training really becomes important and the time it needs it committed by agencies, then the training programs might be something to be prideful about across the board. We can do better but we have to commit the time more than anything in my opinion.
	N/A
	Small agencies around St. Louis continue to hire officers that have been fired for disciplinary reasons. This poses a danger to our community. Our agency often allows officers under investigation to resign or retire to expedite the process of severing ties.
	Sure to COVID we have not been able to have POST classes to retain or certification
	no
	I have no concerns.
	None
	None at this time.
	I believe there is a lot of falsifying of training in some departments. People are credited with training that they have not attended.
	Sheriff Offices refuse to train with municipalities on any tactical skills. This could be detrimental to any and all issues from a felony traffic stop to clearing a school for a school shooting.
	No specific concerns, but I feel many officers are not dedicated enough towards being productive during their shift.
	N/A

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Sure.....I run into officers in small towns, big cities and everywhere in between, who have no clue what the meaning of intent or probable cause means. Some guys have not actually looked at a RSMO book in years and have no idea that laws have changed or new one have been added. I see other investigators who due to the lack of understanding what their job is or how to do it....Some places do not even have credible FTO programs or officers that could implement them.
	New officers from the police academy are lacking in officer safety and constitutional knowledge.
	Agencies and officers in our area have a great working relationship, which has been greatly improved by the current sitting Sheriff.
	NA
	none
	N/a
	Violations of Civil Rights relating to right to council
	N/A
	None
	Search & Seizure
	I have none.
	I do not have any concerns about officers in my area, Most of all the small agencies have been taken over by the Sheriff's Office.
	None at this time
	Again, I believe some officers, especially in my region, see themselves as above the citizens and do not believe they are accountable to anyone, other than. The agency that employs them. When these agencies do not thoroughly investigate incidents, instead choosing to believe whatever the officers says, they do a disservice to their agency, the community and policing as a whole.
	no concerns
	.
	none
	I have no concerns to report.
	None
	My concerns are taking the time for follow up investigations. One of the biggest problems facing St. Louis County Municipalities is proper investigations because most departments have one or two detectives and some have no detectives. So the low level crimes continue with little to no investigations. And most of the information is not passed on allowing the crime to continue in surrounding cities. So training in investigations decrease due to these departments not investing in this part of Law Enforcement.
	None
	n/a
	N/A

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	I consider the Highway Patrol to be the "gold standard" of training and professionalism. Having worked with and spoken to officers from other agencies, I have experienced a lack of in-depth knowledge as it relates to safeguarding rights, proper use of force and communication. My experience has shown this to be a lack of training and not the result of "bad" officers.
	Most departments have training requirements they meet. Unfortunately, as stated above, on line learning or classes at the academy do not translate to good decisions on the street. To be clear, less dynamic training is necessary, and LE's complexities require proficiency in many areas, but the violent incidents causing nearly all of the recent turmoil do not get practiced sitting in chairs. Some departments train well at the range, making officers move and shoot etc, all good things. But what is lost is what happens well before any shots are fired in real life. PDs rarely, (if at all), practice what they do everyday, handle different assignments, some of which if handled improperly, can lead to embarrassment for the agency, or worse, injuries to officers or suspects. I currently work in a smaller department in the STL area, and have significant concerns over the officers who may come to assist in our city. My concerns are directly related to a lack of this type of training.
	Officers that black ball other officers without proof
	Our agency stays current on required ongoing training. We also develop and/or seek out training as issues nationwide come to light. I do not currently see any trends in our agency that would impel me to alter our current training practices.
	I do not know of any concerns in my department, but overall I would like to see more diverse applicants. We just don't seem to be getting many applicants let alone minorities/females.
	Very small departments seem to have to most problems with meeting the basic level of legal, moral and ethical behavior. They are given authority with little to no oversight. Often the officials of these small department fail to hold their law enforcement personnel accountable. The state should create a "small department" audit team with basic perimeters that every small agency should have to meet to operate as a police department. D.P.S. should offer resources to these departments to help them succeed as well..
	has a history of covering up conduct and supporting commanders that are deceitful regarding incidents. I would recommend an independant panel that anonymous people can send information to, as well as have laws in place to render judgement and or impose a penalty for an agency not taking action when notified.
	Concerned that the profession is becoming so risk averse, officers will hesitate taking proper action out of fear of reprisal from within.
	COMMUNITY RELATIONS
	I work for a major (large) police department, which is surrounded by small jurisdictions which I believe lack proper training. These smaller municipalities do not have the budget to property compensate and train officers, which leads to poor standards and practices.
	Younger officers writing citations because they can, not because they are necessary.
	Officers having relationships with married members of the community they serve. This definitely does not exude confidence in their moral and ethical mentality or behavior.
	No

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Officers being allowed to get away with breaking the very same laws that we take an oath to uphold. Domestic violence, driving while intoxicated, unnecessary roughness with offenders, and other officers standing by and allowing it to happen makes them just as guilty as the officer doing the actual deed. It disgusts me. I love my job and my community and would never do anything to tarnish my reputation or the reputation of my department no matter how small we are.
	None
	none
	Some officers are not kept up to date with a change in tactics or rules.
	N/A
	Officers from a small 1 or 2 officer town, involved in something which should be reported to POST, may not report as there is no one to check they are reporting basically themselves.
	Na
	None that I can think of currently
	Piggy-backing off what I stated previously, I have not seen any concerns with behavior I am concerned with. My concerns were directed towards incidents and footage I have seen in the media.
	Proper communication is important and keeping everyone updated. Departments need to share more activities with each other. More training with other departments.
	I do not recall any issues.
	Check your ego at your car door when you begin your shift. This is not a "get the bad guy at all costs" world. No one should die or getting seriously hurt over a traffic violation or any shoplifting/burglary/property damage incident, unless lethal force was used by the suspect. Bad guy will do it again and we'll get 'em next time. Training can help change a prevalent mind-set "they're not going to get away from me!" We all WANT to get the bad guy. Every time. But NOT AT ALL COSTS!!!
	N/A
	None
	gvfdsa
	still has officers that violate people's rights.
	I cannot currently think of any training standards that needs to be revised or revisited. However, as far as professionalism goes, the department I currently work for has a Captain that tries to "dip" his hands into the current part of the department I work for when we have a captain of our own.
	The lack of candidates applying in the academies.
	Heard of some agencies refusing to respond to calls of any type of the reporting party refuses to identify themselves or if they do don't want to give a statement.
	Departments do not conduct thorough investigations of misconduct, rather they encourage the bad officers to resign and retain their POST license. This practice results in what is referred to as the "muni shuffle" where bad officers move from department to department, until they settle in one that tolerates their bad behavior.
	none, continued training is a must

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	N/A
	I attended a training this year and was appalled at how the use of deadly force was applied and how it was presented. What was being taught was highly questionable as it relates to legality and 4th amendment issues, In this training the ends justified the the means and that to me was not acceptable especially coming from people who should know better.
	I have knowledge of some officers continuing to racially profile individuals. Officers should be encouraged to work with their respective communities in positive pro active activities, and become known for fairness and equality as well as law enforcement. There is no place for racial profiling in todays society.
	I think more training is necessary. But to pound so many hours a year is crazy. Due to covid I have lost out on 3 days of training.
	None
	Blatant racism and sexism, which has been reported to city officials, but was swept under the rug. It continues today. Gotta love the "good ole boy" system.
	n/a
	need classes in professionalism
	I don't know of specific concerns however there is some animosity between city and county officers that causes some decisions that could affect the officers integrity that are involved.
	There is an officer in my area is that well known for trying to get women intoxicated enough to have sex with him and for getting them so drunk they can not consent. I've witnessed this two times and reported it to his supervisors, yet nothing was done because the women did not want to pursue the investigation or cooperate. There needs to be a separate division in POST to investigate misconduct and crimes, similar to the AG's Office. This individual's case would be difficult to investigate because of the uncooperative victims, but POST need more authority to investigate and remove an officers certification than they have now.
	I have had concerns that other agencies do not have an understanding of laws or civil rights. The agencies have often interfered with other agencies calls, causing issues due to their lack of knowledge.
	I have noticed my agency recruits 35-40 people per class and most of them pass and go to the street but fail the street training or get extended multiple times. Not only have the standards gone down in my opinion the department is more focused on raising the manning numbers than they are obtain quality officers.
	Professionalism is lacking with younger generations of officers
	Nothing.
	I think officers are trained as well as can be expected while still maintaining manpower to do our daily jobs.
	I work with several officers in my agency and surrounding agencies that only receive the minimum required amount of training. In my personal opinion this is unacceptable as we are held to such a high standard.
	Many rely on online training courses to meet yearly POST requirements. While we had to shift this direction during COVID it does not adequately train people. Anyone can sit in front of a computer and earn their POST credit without learning anything. Many agencies do not have funding to send officers to training to make the agency better. POST should try to come up with more free high quality trainings for smaller agencies who cannot afford it.
	not going to answer

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	As stated in the previous answer, numerous officers have become complacent. Officers are fearful of what may occur if they perform duties as required. Departments are critical of incidents now because of the heightened sensitive areas created by media around the country. Officers are fearful that one incident could cost them their job and livelihood and thus take a back seat and do little to offset criminal activity.
	Some officers don't know how to effectively deal with stress on the job.
	None
	In the town that I live in the local department has a pending civil rights violation suit. I doubt that any of the officers involved in that suit have been reported to POST. One officer's position was eliminated who is directly involved in the incident but according to a city press release it was due to budgetary concerns. Improper reporting of an officer's actions or the lack of reporting does not help our profession. In becoming more transparent to the public we serve.
	NA
	I have no immediate concerns.
	I have no concerns with our agency, but there are some that could use training in decision making in other agencies.
	N/A
	I have found some officers unknowingly escalate situations using verbal and non-verbal cues they display in their mannerisms while handling situations
	I think in general we are getting lower quality applicants due to numerous reasons. I see a real lack of candidates that want to enter law enforcement. The good quality candidates can find better jobs with greater pay than we can offer. It's not going to get any better with all these politicians calls for de-funding the police.
	None
	No fitness training or knowledge of laws
	None
	N/A
	Seems to be an issue with certain departments hiring officers from other agencies that have left under questionable circumstances.
	'Diversity' hiring results in poorly qualified people being hired simply because of their race, sex, or ethnicity.
	We invest heavily in training. No issues other than COVID-19 restrictions.
	Na
8/24/2020	
	N/A
	Some officers in neighboring communities have made comments concerning individuals in the community that may not be as cooperative with law enforcement as needing to be arrested. I've also experienced many of those officers finding reasons to arrest community members for activities that could've been handled by a citation or summons because the officer felt the community member or individual was being unpleasant.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	We have officers of all different ethnicities and cultural differences are racism still exist within in our department. It's heart breaking to me that there is such a divide within the agency. How are we going to bridge the gap within the our communities if we can't get along amongst ourselves?
	None. My experience (26 years) has been that nearly all police officers are of high moral quality. I have met no officer who held any prejudices. Officer demeanors vary in general, and from day to day; but they generally treat everyone they encounter equally good or equally bad.
	I do not have any problems with officers in my department. We have a very professional agency with very high standards of training, accountability and professionalism. If someone isn't up to standards, we don't keep them. The only practice I don't agree with is offering employees the opportunity to resign in lieu of termination. I don't believe this is a professional practice. If you have the grounds to terminate on the basis of performance or behavior issues, you should not provide the opportunity to resign.
	I think that there should be a quicker resolution of cases of misconduct which will affect an officer's ability to go t a neighboring jurisdiction and continue in this profession. In addition better scenting of candidates for communication skills would assist in developing principles of de-escalation.
	The flat out non compassionate manner in which we do our job sometimes as it relates to the public and certain demographics within the community.
	My agency is good. I think others are good as well. On the average, small agencies in mid Missouri tend to either hire or retain less experienced or lesser skilled officers and are not able to maintain the level of training or oversight which is a luxury some larger agencies have. It comes down to wage and a skilled officer tends to not stay long at a smaller agency with limited opportunity for other disciplines or vertical movement (ex/ one detective who will not be vacating the position for many years, etc.)
	The budget and time constraints due to recruitment concerns and burnout rates create a difficult training environment. Departments do not have the funds for overtime or the personnel to cover shifts during training exercises. Shift work causes sleep deprivation and negatively affects officer wellbeing and the ability to learn and retain new information. Quality virtual training in all areas is needed to increase participation, availability, and compliance.
	I spoke everything in the one Opportunity.
	n/a
	My view is officers prepare to do the job at their best. Many specialize in areas of their most interest and get really good at that aspect of the job. Others just get by. Those that just get by, don't last and move to other vocations. Obviously training is important but forcing all to have a certain number of training hours to prove compliance is not really for the benefit of the officer.
	I made a complaint against a fellow officer of my agency and absolutely NOTHING was done. This complaint was made several years ago in regards to falsification of completed training reports submitted to POST. This officer would not have been able to keep his POST accreditation due to lack of required training hours.
	na

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	No specific individual officer concerns at this time.
	I don't have any.
	None in the area I am in now but as stated above, lower funded departments budgets do not allow for in person training that I feel is crucial for Officer success on several levels.
	Main problem at our office is moral and lack of connection with administration. A newly promoted officer to sergeant With no experience tried to come in a micro-manage. He has no idea what to do in his new role. We have several seasoned officers that now have no one to go to for answers. When you promote a 3 year cop, no 10 year guy will ever go to him for anything
	I am aware of several incidents of ethics/criminal issues. Officers stealing money from a drug suspect, starting a sexual relationship with a female after arresting her on a warrant. Officers taking property from the evidence room. Officers making "tik-tok" videos while on duty. Officers sleeping on duty. Officers charging for time not worked. I have seen issues with officers not able to de-escalate but also seen issues with officers not engaging in an incident when they should because either they lack training or just lack experience.
	None
	Officer's need training in response, at least in our area. We often have complaints (not pertaining to my agency but about others) that officers pick and choose what calls they will respond to or how they handle it if they do respond. I have seen this with everything from car thefts to burglaries. Bottom line, each call is important and the ability to handle it correctly the first time leads to fewer problems in the future. Officers need to be taught to handle the not so glamorous calls as they are equally important.
	Newer officers have an arrest first ask questions later mentality. They need to learn patience and work the problem. Ask themselves just because I can arrest should I?
	To a large extent, more competition comes with increased salaries. Oddly enough, creating a good livable wage for officers will entice more and better applicants for these highly trusted positions. I do not have concerns about agencies in the area but it always comes down to a few unethical people that cause most of the problems for law enforcement. We can do everything in our power to minimize this but there will always be problems. See NASA for examples.
	N/A
	N/A
	Issues I have is the with the disciplinary system. Basically their is nothing an officer can do to actually lose their license. And if the Chief or Sheriff explains why an individual was disciplined or terminated, their is no protection from civil liability. Another concern is officers from an adjoining county bragging to our officers about how they always beat some's ass during an arrest, or if they are not completely cooperative in jail. We have also experienced prisoners from adjoining facilities complaining they were required to participate in fight club. If you don't fight you don't eat or several gang up on them and beat them
	Not at this time
	None
	Integrity Honesty treating people like "people" consistency when it comes to arrests thorough investigations (not cutting corners) Retaliation god complex

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	There are instructors that are allowed to present on topics that are Islamophobic, anti-immigrant, and factually misleading.
	Officers yelling and using profanity on a traffic stop.
	fed
	Within our own agency training has always been a priority. We currently have two web-based training contracts and one contract with a local law enforcement academy. The web-based training has been invaluable during the pandemic. I will not speak to the other surrounding agencies, as I don't possess specific knowledge of their personnel.
	Violations of policy are sometimes concealed, especially if the person violating the policy is otherwise effective or friends with aadmin. It's the good old boys (and girls) network.
	<p>I have worked with some amazing people. Honestly, wondering why some do this work instead of something else. I've been a street officer with many (actually employed with, not reserve status) ordained ministers, former airline jet pilots, licensed attorneys, former West Point graduates, even one who was an engineering professor at West Point, RN's, teachers, business managers. Most could be making way more money and have less aggravation doing those things, but they chose to be officers out of whatever it is deep inside of us that makes us want to do this. Most have taken training seriously, except for when the training is a response merely as an appeasement for public perceptions. I've seen a few officers that would be better off in another career, and invariably they did just that, or got promoted to point that they didn't have to do actual police work any more. Most of the unprofessionalism I have seen over the years came from officers being over zealous or having their own special agenda of enforcement (totally focusing on drugs or dwi's, or searching every stop they make), very rarely racially-motivated. Some "body-slammings" when not necessary was witnessed by me over the years. Just watch a few episodes of pd tv shows on the sting operations and they do it all the time. Probably the unnecessary body slams and agenda-driven policing have bothered me most over the years. I've seen way more actions by command staff that have caused me concern. The free trips, special training trips, take-home cars, retirement gigs that somehow fall into their laps the second they retire, and all the other perks that command staff people get really irritate me. Line-level officers like me see it all the time. Line level officers seem to get to be held to a higher standard and scrutinized to the letter, whereas command seem to be exempt all the time. I don't seem to see them at the training classes. They always seem to get free passes. I have seen an increase in officers tolerance for people's behavior, where 30 years ago, it would have been an arrest. There is common disengagement from enforcement activities. Most officers I know rarely make car stops any more or push issues of searches or even warrant checks on people, out of what the public perceptions are.</p>
	I am concerned with the attitude and work ethics from Officers coming out of the academy, it seems we are just letting anybody carry a gun and badge anymore.
	N/A
	Report writing and documentation.
	None at this time
	None at this time
	Some of the neighboring agencies officers have questionable practices in relation to probable cause.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Many officers I work with have a do what I say attitude and I always hear stories of them fighting citizens. Just being a concerned officer to almost every call shows people you care and are less likely to get an irate person.
	Civil liability is a huge concern and numerous rural departments need more training. CIT should be mandatory for all officers in Missouri.
	Lack of professionalism and leadership standards. Lack of morals and ethics and a command level Violating rsmo and failure to uphold state and city laws due to "good ole boy" system Violations of persons civil and amendments rights along with Coercing and performing illegal searches of people n property because the needs meet the results
	We're literally hiring Officers that can't read or write above a sixth grade level, and lack critical thinking skills. I would say we need a pay raise to draw in better qualified candidates. Don't hire anyone under the age of 26 and a Master's Degree in Law/Law Enforcement should be required. Especially now, since very arrest we make, we risk our freedom because cops are writing themselves into indictments, and have a lack of basic law knowledge. Officers should take mandatory one hour courses in retirement planning, with the goal to leave Law Enforcement in 25 years or less.
	I see an increase in officers not going out and making contacts, fearful of litigation and possible prosecution should they get into a use of force situation. Some officers have stated they do not feel safe working, especially since they have to work shifts when they are the only officer on duty, and know they do not have backup ready to respond if needed.
	Our County Sheriff's staff has raised some concerns for our agency. They operate the jail where it is not uncommon that inmates, especially restrained detainees, are pepper sprayed as a disciplinary tool. I have instructed our officers to surrender their arrested subject, quickly file the proper paperwork with the jail staff and immediately depart so as to not become involved in these encounters. It has come to my attention from a member of their staff that an administrator recently fabricated charges against an individual by threatening another involved citizen with an arrest, forcing them to make false statements that caused the first individual to be criminally charged with three felony counts. He has apparently since, threatened subordinates with discipline or termination if they disclose what took place. So, my concern is Ethics, which also can't be taught. You either have integrity or you don't.
	Na
	I think agencies do the best that they can with very limited training budgets. The standard of training and professionalism that I would like to see is not obtainable with the funding that most agencies currently receive.
	Officers are that live outside of the community in which they police don't have a clear understanding Of who they police. Their is a misconception and negative view of the citizens that live in the inner city.
	NONE
	I believe a large percentage of officers are trained and act professionally. What I have seen in my time on the department is some supervisors feel the ends justify the means. I mean that in the fact some supervisor feel arresting people is the solution when in fact it causes problems with prosecution down the road.
	N/A
	None. Our department puts great value on additional training outside of bare requirements.
	None

Comments from Slide 13

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	None noted in my arra of concern relating to training or professionalism.
	I just think some officers need better communication skills.
	X
	I believe officers should have recourse for false and misleading discipline documents. In my case a high ranking member of the department placed an oral counseling form in my personal file without my knowledge. I believe discrimination exist by high ranking members of protected classes exist within my department. There needs to be a clear path to appeal all discipline by a department at the POST level. There is a term called blackballing, which is the act of giving a negative impression of an officer who wants to leave their current department. Discrimination exist within departments at a high ranking level and this should be reported to POST.
	a staff member became very close with a inmate of the opposite sex and played card games with him and other activities which were out of the norm. ie snowball fights. extra recreational time. This was a great security threat. This individual was demoted from a supervisory role but allowed to continue working in the same environment.
	There should be a unified database of all POST licensed persons who have been terminated or are unfit for law enforcement that can be checked when that person applies for a different police agency.
	None
	My agency holds it employees to a very high standard, but smaller agencies are not able to due to pay.
	Have no concerns other than actions I have seen of other officers on TV and their actions.
	The major issue I have with neighboring agencies is a lack of training and equipment. I have seen vehicles that wouldn't pass a state inspection being used for patrol cars, uniforms that aren't anything more than tan Carhart pants and a polo, and attitudes that are complacent and arrogant. Both are small municipal agencies with Marshal's that are elected and have zero idea what they are doing. Usually because they are the only citizen with the credentials to run.
	The agencies that assist us or that we work with regularly in the parks treat people with courtesy and respect from what I have observed.
	N/A
	I have no concerns currently.
	High risk- high priority calls for service are minimal for officers from smaller agencies. Some of these officers become to comfortable, establish a "routine", and develop complacency which increases risks not only for themselves but others. Multi-agency training, participation in task force units, and ride-along programs with larger agencies is a must to keep officers safe, build confidence and experience, and improve tactics and investigatory knowledge. Law enforcement CEOs should not be afraid of sharing information and discipline records on inferior officers who are a liability risk to another agency.
	None.
	I feel like the Police Chief in the city next to ours is not qualified to be in the position he holds.
	None

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	The only concerns I have relating to training and standards are the high number of recruits (only speaking from my observations) whom graduate the academy and begin the career as an officer more timid than in years past. Confidence in newer officers when it comes to their abilities and making a decision that later could be deemed a mistake seems to be lower than in years past. Newer officers, along with a large number of seasoned officers fear making mistakes will cost them not only their careers, but potentially their freedom. This type of mentality has caused a form of laziness amongst police officers which may largely contribute to an increase in crime statistics.
	No concerns.
	The department I work for is made up of very experienced and well trained officers.
	Training costs are bleeding the smaller departments dry and officers are using their salaries to make up the difference, now, you are publishing a survey that had incorrect information which makes the officer he is responsible for policing his fellow officers and his agency, as well as his community. You say above, "Therefore, if an officer commits a violation of RSMo 590.080, and you are aware of that violation, then you must report that violation to the POST Program." Please read 590.080 yourself. It is captioned "Peace Officer Investigations made available to hiring law enforcement agencies" It (118.1) applies to investigations and records that "shall be made available" to hiring agencies and (118.2) law enforcement AGENCIES (emphasis mine) providing information to POST. You say I have to report it to you and it does not, it says my agency has to. Does this survey mean you are advocating I "spy" on my agency AND fellow officers reporting it to you? Or should I be doing what I believe is honorable and report issues to my department as my local policy demands? Sorry, this is a touchy subject with all the national issues at the moment.
	I'm listening to Officers wanting to even hurt protesters. This is sad. The idea that this same rhetoric is pushed from the top down is insulting and goes against the very constitution for which we swore to defend. I'm finding that politically charged comments toward officers of color are the running joke. Reports of abuse and antagonistic approaches are sought and brought to facilitate and stroke egos.
	Having been trained through the larger more credited academies in the St Louis Area, I have seen several of the younger officers coming our having been trained in lesser accredited training suffer from a large amount of ways, pertaining to officer safety, concerning the use of force, the requirement for protecting other officers, and general safety issues. More and more of these officers fail to understand that this is a very dangerous job, and certain things must be on their minds when they go out on the street. Most now seem to be afraid of what is going to happen to the if they take any action, much less the proper use of any action. This clearly puts other officers in danger. I have seen some officers afraid to even pull their weapon in their own defense, when clearly warranted, which puts everyone in danger.
	none that i'm aware of
	What officers? We have openings we can't fill because of Jay Nixon and all the damage he did to Law enforcement in this country. The current anti police climate can be directly attributed to how he handled the Ferguson debacle.

	Please briefly detail any concerns you have, if any, with law enforcement officers that you work with, either within your own agency or within a neighboring agency, as it relates to training standards and professionalism. Please do not list a specific officer's name:
	Need to better hold some of the agencies or officers accountable. Sad to see people apply for jobs to larger agencies and the applicant can't pass the background or polygraph and then see the same person go to a small city or agency who doesn't do or have the same background done and the person gets hired while the person has a colored past and shouldn't be an officer. Then when they screw up it takes too long with the current process to get the person out of the job.
	vds

